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AFRICAN DIASPORA MENTAL HEALTH ASSOCIATION

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IMPLICIT BIAS TRAINING

This Implicit Bias Training has been designed by ADMHA to educate both the individual and the organization about Implicit Bias as it relates to race. There is a clear emphasis of how not recognizing these biases supports Racial and Ethnic Disparities (RED) in both the individual and organizational structure.

This training aids in the removal of *shame* and the *reduction* of *white fragility* when discussing *race*, and allows for a more expansive diagnosis when dealing with *racism* at the organization level. The *implicit Bias* approach uses the *Person, Role* and *System* Model, and introduces the participants to the *Accountability Map*. This training shows the participants that implicit bias is both *predictive* and *preventative*. This training concludes by aiding individuals and organizations with *key strategies to engage when dealing with its own biases*.

Training Objectives:

- Define Implicit Bias and participate in a racial bias inventory
- Identify ways that disparity creates problems in systems
- Reflect about the power and influence we hold within our roles
- Identify things that are happening in the workplace and/or community that might be contributing to disparities.
- Identify and examine policies or practices that on their face are “race-neutral” but may be impacting individuals of color disproportionately.
- Create Action Plans that outline steps to improve current policies or procedures to eliminate factors that are contributing to racial disparities.
- Make a commitment to follow and implement action plan.